

## 2013 CITY OF SAN JOSE – CAMP NEGOTIATIONS TENTATIVE AGREEMENT

### UNION PROPOSAL #7 – VACATION

City Counterproposal:

#### VACATION

Vacation accrues at the following rate for each paid hour (either worked or paid absence or holiday closure):

Years of Service	Annual Accrual (Full Time)
1 – 5	120 hours
6 – 14	160 hours
15+	200 hours

Part-time benefited employees accrue vacation on a prorated basis.

Employees will continue to accrue vacation at the current rate in accordance with their years of service. Employees may only accrue vacation up to a maximum of two (2) times their annual accrual rate. Once an employee reaches their maximum accrued vacation limit, the employee will not accrue vacation until their vacation balance falls below the maximum limit.

Employees who currently have accrued vacation balances that are in excess of the limits below, will maintain their current balance, however they will not accrue vacation until their balance falls below the maximum limit.

Years of Service	Maximum Accrued Vacation
1 – 5	240 hours
6 – 14	320 hours
15+	400 hours


*\* This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

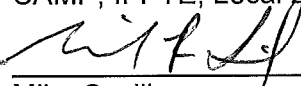
 6.25.13

Alex Gurza  
Deputy City Manager

FOR THE UNION:

 6.25.13

Kara Capaldo  
Interim President  
CAMP, IFPTE, Local 21

 6/25/13

Mike Seville  
Business Agent  
IFPTE, Local 21